

**FMCS****FEDERAL MEDIATION &  
CONCILIATION SERVICE**

## SPEAKER'S BIO



### **GARY HATTAL**

**DEPUTY DIRECTOR, FIELD OPERATIONS  
FEDERAL MEDIATION AND CONCILIATION SERVICE**

Gary Hattal is the Deputy Director for Field Operations for the Federal Mediation and Conciliation Service, appointed by Acting Director Richard Giacalone.

Hattal has served as a Commissioner assigned to the Seattle, WA field office of the Federal Mediation and Conciliation Service (FMCS). As a Federal mediator, Mr. Hattal acts as a confidential neutral working toward amicable contract settlements primarily between management and labor unions. He received his commission in 1995.

For five years, he was the director of the FMCS Institute for Conflict Management, responsible for the creation and delivery, of courses in: Conflict Management, Mediation, Arbitration, Interest-based Problem Solving and other alternative dispute resolution (ADR) systems across the U.S. and internationally.

In addition to dispute settlement, Mr. Hattal works in the arena of preventive mediation, providing training, assessment, coaching, and facilitation skills that will achieve enhanced work relationships. He has varied and extensive experience in the phases of interest-based negotiations procedures, organizational culture, and labor-management partnership development.

He has served FMCS as a field mediator in three field stations (Washington, D.C., Oakland, CA and Seattle, WA), director of Arbitration Services for the FMCS, and as a special assistant to the FMCS's former Agency Director. International assignments included diplomatic missions in Hanoi, Dublin, Stockholm, London, Canada, and Ecuador, and on the Agency's behalf, he worked extensively in Panama prior to the Canal transition in 2000.

Mr. Hattal's experience, prior to receiving his FMCS appointment, includes over 15 years in labor relations, contract negotiations, as well as directing training and development departments, supervising staff, and administered labor contracts for both labor and management.

Mr. Hattal has served as an adjunct professor for numerous colleges and universities (University of Maryland, George Mason University, The American University, Northern Virginia Community College), teaching semester length courses on a wide variety of topics in the organizational communication and development disciplines, as well as serving as the associate director for the Center for Professional Development in the Office of Continuing Studies at The American University in Washington, D.C. He has consulted for many corporations and businesses in the United States and internationally, as a facilitator and trainer, conducting seminars in interpersonal communication, public relations, group dynamics, team building, strategic planning, and oral presentations.

Mr. Hattal completed his formal education at the University of Maryland. His MA is in organizational communication and his Ph.D. research was in the field of organizational development. Post graduate work included advanced negotiations training at Harvard University and the Strauss Institute for Dispute Resolution at Pepperdine University.